

## New Addendum A

## PROPOSED TEWKSBURY FY2021 PAY PLAN

**Effective 7/1/2020**

**Annual Salaries - 40 Hour per week Employees/52.2 weeks**

Annual Salaries - 40 Hour per week Employees/52.2 weeks										
GRADE	1	2	3	4	5	6	7	8	9	10
1	36,438.49	37,355.33	38,295.68	39,259.54	40,246.90	41,257.78	42,292.16	43,350.05	44,431.45	45,536.36
2	39,729.71	40,717.08	41,727.95	42,762.34	43,820.23	44,925.14	46,053.55	47,205.48	48,380.92	49,579.86
3	43,303.04	44,384.44	45,489.35	46,617.76	47,793.20	48,992.14	50,214.60	51,460.56	52,753.54	54,070.02
Facilities Maintenance Specialist										
4	47,205.48	48,380.92	49,579.86	50,825.82	52,095.29	53,388.27	54,728.48	56,091.77	57,502.29	58,936.33
Animal Control Officer										
Community Outreach Coordinator										
5	51,460.56	52,753.54	54,070.02	55,433.53	56,820.54	58,231.06	59,688.60	61,169.65	62,697.72	64,272.80
Veterans' Services Officer										
6	56,091.77	57,502.29	58,936.33	60,417.37	61,921.93	63,473.51	65,072.10	66,694.20	68,363.32	70,079.45
Assistant Accountant										
Assistant Town Clerk										
Operations Manager										
Health Inspector										
Veterans' Services Officer										
7	61,146.14	62,674.21	64,249.29	65,847.89	67,493.49	69,186.12	70,925.77	72,688.92	74,499.09	76,356.28
Assistant Assessor										
Local Building Inspector										
Police Information Director										
System Operator										
Town Planner										
Town Planner/Conservation Agent										
8	66,647.18	68,316.30	70,032.44	71,772.08	73,558.74	75,392.42	77,273.12	79,200.83	81,175.56	83,197.31
Assistant Accountant										
Assistant Building Commissioner										
Assistant Library Director										
Assistant Treasurer/Collector										
Public Health Nurse										
Town Planner										
Town Planner/Conservation Agent										
Project Manager										
9	72,641.90	74,452.07	76,309.26	78,213.46	80,164.69	82,162.93	84,208.18	86,323.97	88,486.77	90,696.59
Assistant to Town Manager										
Chief Operating Engineer										
Director of Public Health										
Council on Aging Director										
Human Resources Director										
Project Manager										
10	79,177.32	81,152.05	83,173.80	85,242.57	87,381.86	89,568.17	91,801.50	94,105.35	96,456.22	98,877.62
Assistant DPW Director										
Building Commissioner										
Chief Assessor										
Director of Public Health										
Director of Telemedia										
Facilities Manager										
Human Resources Director										
Library Director										
Technology Operations Manager										
Town Accountant										
Town Clerk										
Town Engineer										
Treasurer/Collector										
11	86,300.46	88,463.26	90,673.08	92,929.91	95,257.28	97,631.66	100,076.56	102,568.48	105,130.93	107,763.91
12	94,058.33	96,409.20	98,830.60	101,299.01	103,837.95	106,423.91	109,080.40	111,807.41	114,604.94	11

## New Addendum B

**Annual Salaries - 37.5 hour per week Employees/52.2 weeks**

[illegible]

GROUP C			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6			
Account Clerk			16.80	17.80	18.87	20.00	21.20	22.47			
Animal Inspector			3,210.55	3,367.49	3,899.52	4,095.71	4,301.12	4,515.78			
Assistant Animal Control Officer			17.35	18.21	19.13	20.08	21.11	22.15			
Assistant Recreation Leader (25 hrs)			12,544.66	13,169.43	13,828.49	14,521.85	15,248.42	16,208.61			
Building Maintenance Worker			13.50	13.80	14.11	14.65	15.50	16.42			
Custodian (hourly)			17.38	18.23	19.15	20.10	21.12	22.16			
Electrician (hourly)			-	27.62	29.07	30.59	32.21	33.89			
Emergency Management Director			4,238.80	4,448.83	4,669.26	4,902.39	5,149.35	5,679.05			
Health Inspector (hourly)			-	-	27.13	28.47	29.91	31.40			
Library Clerical Assistant - Part Time			16.39	17.36	18.41	19.51	20.68	21.92			
Planner			22.25	23.36	24.53	25.76	27.05	28.38			
Professional Librarian - Part Time			24.60	26.02	27.54	29.15	30.81	32.60			
Property Reviewer (hourly)			22.25	23.36	24.53	25.76	27.05	28.38			
Public Health Nurse			-	-	32.76	34.39	36.11	37.93			
Recreation Director (hourly)			22.25	23.36	24.53	25.76	27.05	28.38			
Recreation Leader			25,091.47	26,347.06	27,651.63	29,047.98	30,495.77	32,016.43			
Reserve Dispatcher			18.38	19.28	20.24	21.27	22.33	23.46			
Secretary Hourly			17.35	18.21	19.13	20.08	21.11	22.15			
Special Need Director			21.72	22.86	24.06	25.32	26.66	28.07			
Webmaster			16.49	19.79	23.09	26.38	29.68				
Step		1	2	3	4	5	6	7	8	9	10
Local Building Inspector		29.28	30.01	30.76	31.53	32.32	33.12	33.95	34.80	35.66	36.55

GROUP D							
Activities Coordinator			Minimum	14.6370	Maximum	18.0140	
Alternate Building Inspector						37.5635	
Assessor - Part Time					Monthly Wage	122.4287	
Assistant Team Leader						15.9257	
Camera Technician						15.9257	
Hearing Officer			Receives an annual stipend of			1501.4201	
Historical Archivist						30.0000	
Intern						14.8711	
Junior Counselor						13.5000	
Librarian						25.2640	
Library Clerical Assistant						17.3004	
Library Page						13.5000	
Local Building Inspector						28.5076	
Nutrition Aide			Minimum	13.2900	Maximum	16.8849	
Outreach Worker			Minimum	15.7662	Maximum	19.1537	
Plumbing/Gas Inspector (weekly)			104.0906	a day with a maximum of	521.7465	per week	
Plumbing/Gas Inspector, Alternate			104.0906	a day with a maximum of	521.7465	per week	
Recreation Counselor						13.5000	
Rider						13.5000	
Seasonal Laborer						13.5000	
Senior Counselor						13.8000	
Team Leader						19.5955	
Technology Specialist (hourly)						26.1376	
Transportation Escort						13.5000	
Van Driver						13.5000	
Video Assistant						13.5000	
Volunteer Coordinator						15.3615	
Wiring Inspector (weekly)			104.0906	a day with a maximum of	521.7465	per week	
Wiring Inspector, Alternate			104.0906	a day with a maximum of	521.7465	per week	

AFSCME 52.2 Weeks/FY2021		AFSCME						
	Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
<b>Grade 1</b>	<b>37.5</b>	35,818	37,901	40,102	42,424	44,890	47,473	49,370
Senior Account Clerk		686.17	726.07	768.23	812.72	859.96	909.44	945.78
Senior Clerk Secretary		18.2979	19.3620	20.4863	21.6724	22.9323	24.2517	25.2209
<b>Grade 2</b>	<b>37.5</b>	40,838	43,184	45,709	48,354	51,170	54,137	56,301
Head Account Clerk		782.34	827.29	875.66	926.33	980.27	1,037.11	1,078.57
		20.8624	22.0609	23.3509	24.7021	26.1406	27.6564	28.7618
<b>Grade 3</b>	<b>37.5</b>	44,096	46,652	49,349	52,227	55,251	58,453	60,790
Payroll & Accounts Specialist		844.75	893.72	945.39	1,000.52	1,058.45	1,119.80	1,164.57
Administrative Secretary		22.5267	23.8325	25.2103	26.6807	28.2253	29.8613	31.0551
Collection Specialist								
<b>Grade 4</b>	<b>37.5</b>	46,298	48,996	51,818	54,842	58,011	61,389	63,844
Accounting Assistant		886.93	938.62	992.68	1,050.62	1,111.33	1,176.04	1,223.06
Systems Administrator		23.6515	25.0299	26.4714	28.0166	29.6355	31.3611	32.6151
Office Manager								

<b>Group 1</b>	<b>37.5</b>	33,209	35,198	37,315	39,549	41,922	44,443	46,219
Library Assistant		636.18	674.30	714.84	757.64	803.10	851.41	885.43
Library Clerical Assistant		16.9649	17.9813	19.0625	20.2039	21.4160	22.7041	23.6115
Senior Account Clerk								
Senior Clerk Secretary								
Town Aide								
<b>Group 1A</b>	<b>37.5</b>	37,566	39,821	42,211	44,740	47,425	50,275	52,285
Children's Specialist		719.66	762.86	808.65	857.09	908.53	963.12	1,001.63
Secretary		19.1910	20.3430	21.5640	22.8557	24.2275	25.6831	26.7101
Technology Specialist								
<b>Group 2</b>	<b>37.5</b>	41,922	44,443	47,109	49,933	52,929	56,108	58,352
Assistant to Assessors		803.10	851.41	902.48	956.57	1,013.97	1,074.87	1,117.85
Assistant to Auditor		21.4160	22.7041	24.0660	25.5086	27.0391	28.6633	29.8094
Assistant to Veteran's Agent								
Head Account Clerk								
<b>Group 2</b>	<b>40</b>	41,922	44,443	47,109	49,933	52,929	56,108	58,352
Building Maintenance Person		803.10	851.41	902.48	956.57	1,013.97	1,074.87	1,117.85
Dog Officer		20.0775	21.2851	22.5619	23.9143	25.3492	26.8719	27.9463
Filter Operator								
Laborer								
Motor Equipment Operator								
Park Maintenance Man								
<b>Group 2A</b>	<b>40</b>		46,457	48,755	51,213	53,769	56,482	59,261
Assessors Property Reviewer			889.98	934.00	981.09	1,030.06	1,082.04	1,135.27
			22.2496	23.3500	24.5273	25.7515	27.0509	28.3818
<b>Group 3 (*)</b>	<b>40</b>	49,933	52,929	56,108	59,474	63,043	66,825	69,499
Park Maintenance Craftsman		956.57	1,013.97	1,074.87	1,139.34	1,207.72	1,280.17	1,331.39
Grader Operator		23.9143	25.3492	26.8719	28.4835	30.1930	32.0043	33.2849
* Operation Assistant (37.5 hrs)	<b>37.5</b>	25.5086	27.0391	28.6633	30.3824	32.2059	34.1379	35.5039
Heavy Motor Equipment Operator - (HMEO)								
HMEO/Tree Climber								
Motor Equipment Maintenance Man								
Residual Facility Operator/Filter Operator in Training								
Tree Climber								
Water Machinery Repairman - Water Treatment Plant								
Water/Sewer Maintenance Craftsman								

<b>Group 3A</b>	<b>40</b>	51,620	54,617	57,797	61,162	64,730	68,513	71,255
Motor Equipment Repairman		988.90	1,046.31	1,107.22	1,171.69	1,240.04	1,312.51	1,365.04
Special HMEO - (SHMEO) to include: Carpenter; mason; Park Maintenance Craftsman; Sweeper Operator; Tree Surgeon; Water & Sewer Maintenance		24.7224	26.1578	27.6805	29.2921	31.0011	32.8129	34.1261
<b>Group 3B</b>	<b>40</b>	53,865	57,044	60,419	63,992	67,782	71,800	74,669
Head Filter Operator		1,031.90	1,092.80	1,157.45	1,225.89	1,298.50	1,375.48	1,430.44
SHMEO/Crew Leader		25.7974	27.3201	28.9362	30.6474	32.4624	34.3870	35.7610
<b>Group 4</b>	<b>40</b>	56,108	59,474	63,043	66,825	70,832	75,084	78,086
Chemist - WTP PT/FT		1,074.87	1,139.34	1,207.72	1,280.17	1,356.93	1,438.40	1,495.90
Electrician		26.8719	28.4835	30.1930	32.0043	33.9232	35.9599	37.3975
Senior Engineer								
Supervisor - Highway/Forestry; Water & Sewer; Fleet Maintenance								
<b>Group 5</b>	<b>40</b>			38,843	42,724	47,021	51,677	53,744
Dispatcher				744.11	818.46	900.79	989.98	1,029.57
				18.6029	20.4616	22.5199	24.7495	25.7394
<b>Group 6</b>	<b>20</b>	16,351	16,576	17,567	18,621	19,763	20,937	21,774
Drivers		313.24	317.55	336.54	356.73	378.60	401.10	417.12
		15.6622	15.8773	16.8270	17.8364	18.9299	20.0548	20.8560
<b>Group 7</b>	<b>40</b>			47,021	51,668	56,780	62,404	64,901
Head Dispatcher				900.79	989.80	1,087.74	1,195.47	1,243.32
				22.5199	24.7451	27.1935	29.8869	31.0829





## Police Department - FY2021

52.2 weeks Includes Uniform Allowance

Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
<b>Patrolman</b>			49,491.66	54,599.80	60,239.45	62,588.40
			948.12	1,045.97	1,154.01	1,199.01
40 hours weekly			23.7029	26.1493	28.8503	29.9753
<b>Sergeant</b>	47,732.87	52,653.72	58,107.73	64,134.15	70,795.28	73,596.15
	914.42	1,008.69	1,113.17	1,228.62	1,356.23	1,409.89
40 hours weekly	22.8606	25.2173	27.8294	30.7156	33.9058	35.2472
<b>Lieutenant</b>	56,058.14	61,866.45	69,157.70	75,416.07	83,275.10	86,580.29
	1,073.91	1,185.18	1,324.86	1,444.75	1,595.31	1,658.63
40 hours weekly	26.8478	29.6295	33.1215	36.1188	39.8827	41.4657

## Fire Department - FY2021

52.2 weeks with Uniform Allowance

Title	Step 1	Step 2	Step 3	Step 4
<b>Firefighter</b>	50,896.93	54,826.94	59,088.82	61,415.71
	975.04	1050.32	1,131.97	1,176.55
<b>42 hours weekly</b>	23.2152	25.0077	26.9517	28.0130
<b>Lieutenant</b>		61,954.44	66,770.36	69,399.76
		1,186.87	1,279.13	1,329.50
<b>42 hours weekly</b>		28.2587	30.4554	31.6547
<b>Captain</b>		70,008.52	75,450.51	78,421.73
		1,341.16	1,445.41	1,502.33
<b>42 hours weekly</b>		31.9324	34.4146	35.7698



